

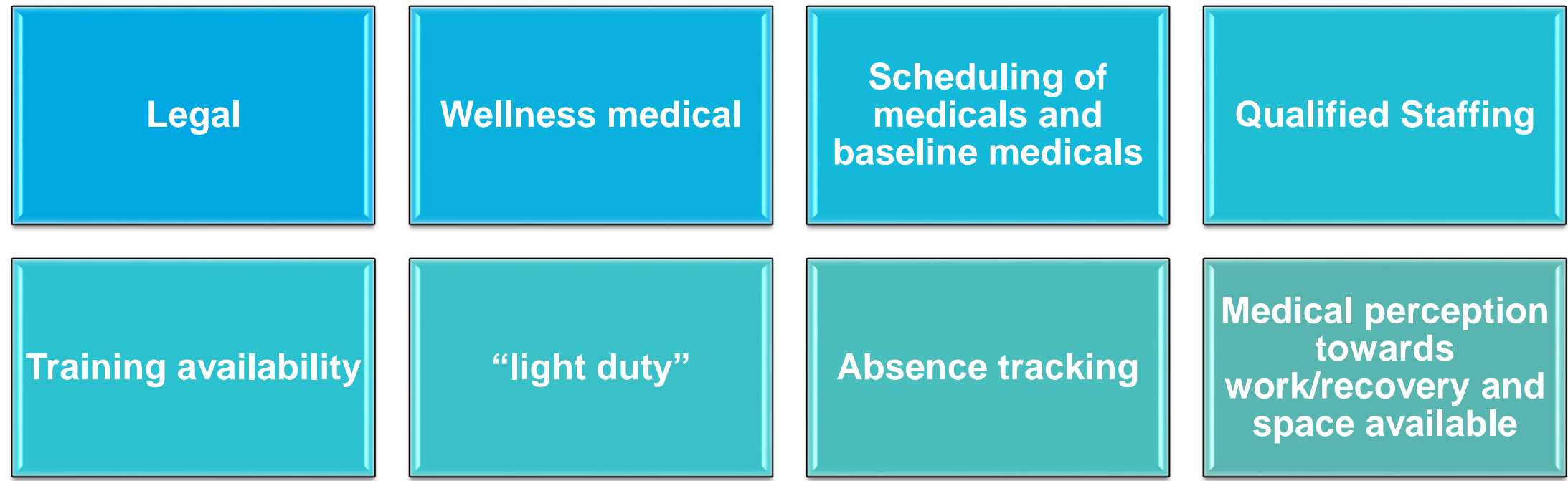
ONGOING JOURNEY TO **BEST PRACTICE** OF OCCUPATIONAL HEALTH AND RETURN TO WORK MANAGEMENT IN THE MINING SECTOR IN ZAMBIA

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First Quantum Health & Wellness

Challenges at start

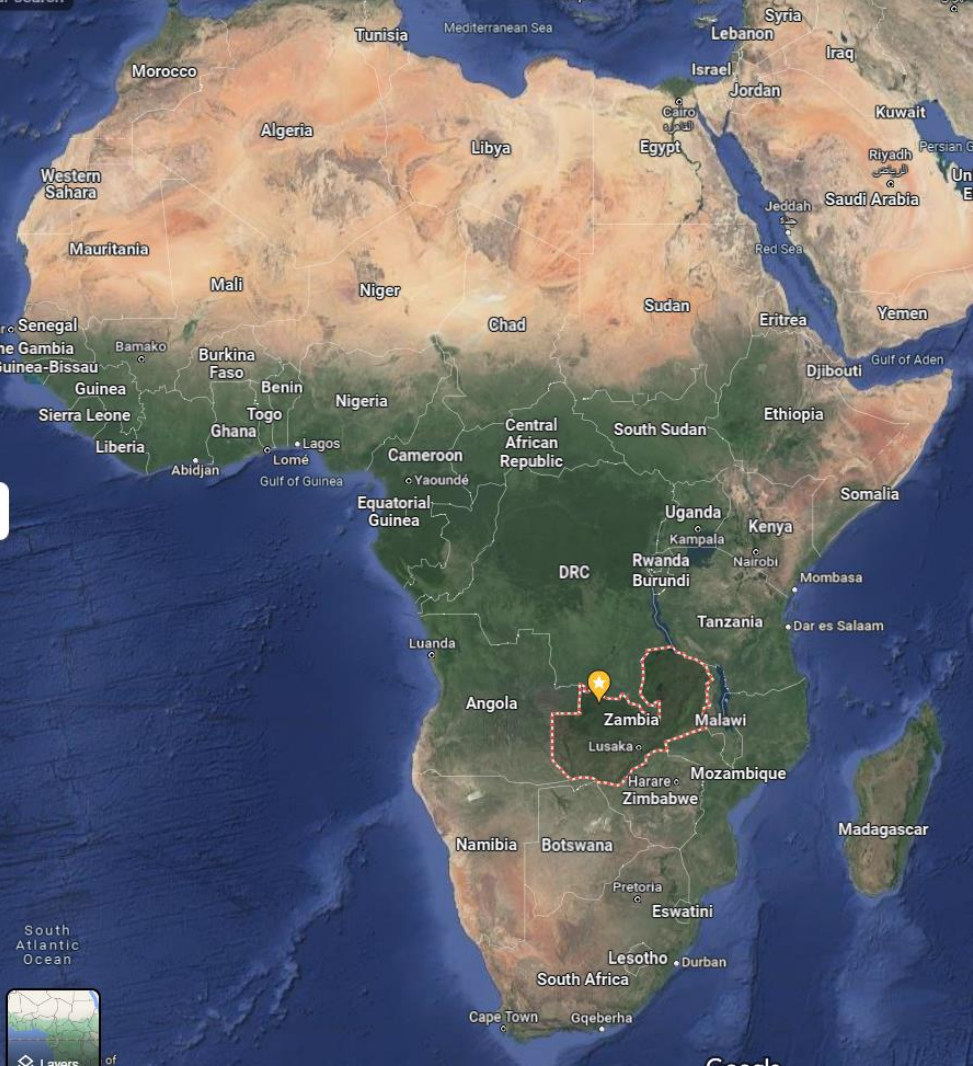


Legal OH requirements in Zambia

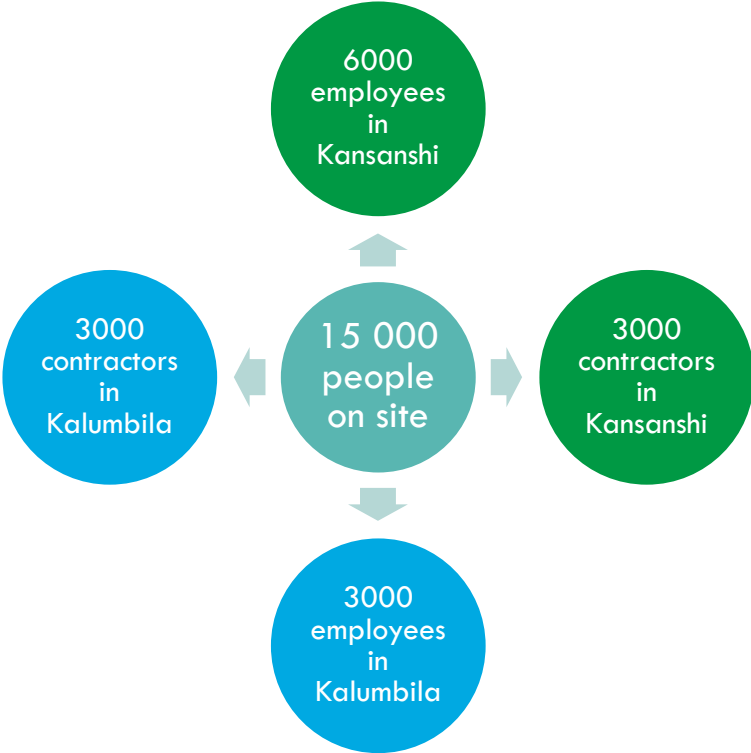
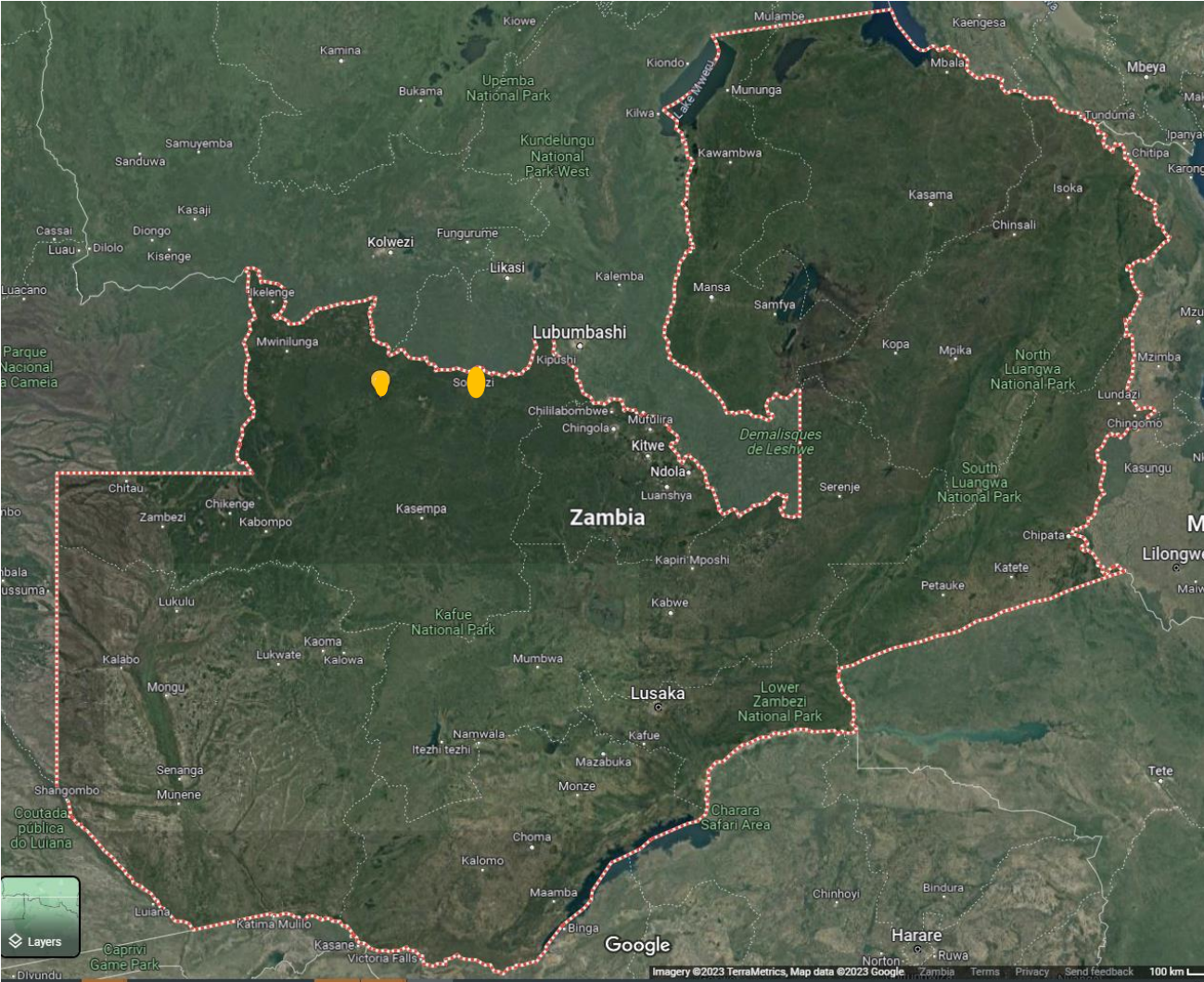
- 3 laws relevant to occupational medicine management
 - ▣ Pneumoconiosis Act -1955 (amended 1996)
 - ▣ Workers Compensation Act - 1999
 - ▣ The Occupational Health and Safety Act - 2010

- ▣ Employment act
 - 6 months sick leave

The company



The company



Journey of development

2015

2017

- Building design Kansanshi
- Register development

2019

- New building Trident
- FFS to FFP
- Established as independent facility
- Contractor medicals

2021

- Occ health physio
- FCE training
- Work rehabilitation

2023

- Future plans

2016

- Risk based medical surveillance
- Expat occ health nurse
- Tracking of back pain
- Occ health coordinator

2018

- February – moved into Kansanshi
- Doctor in training

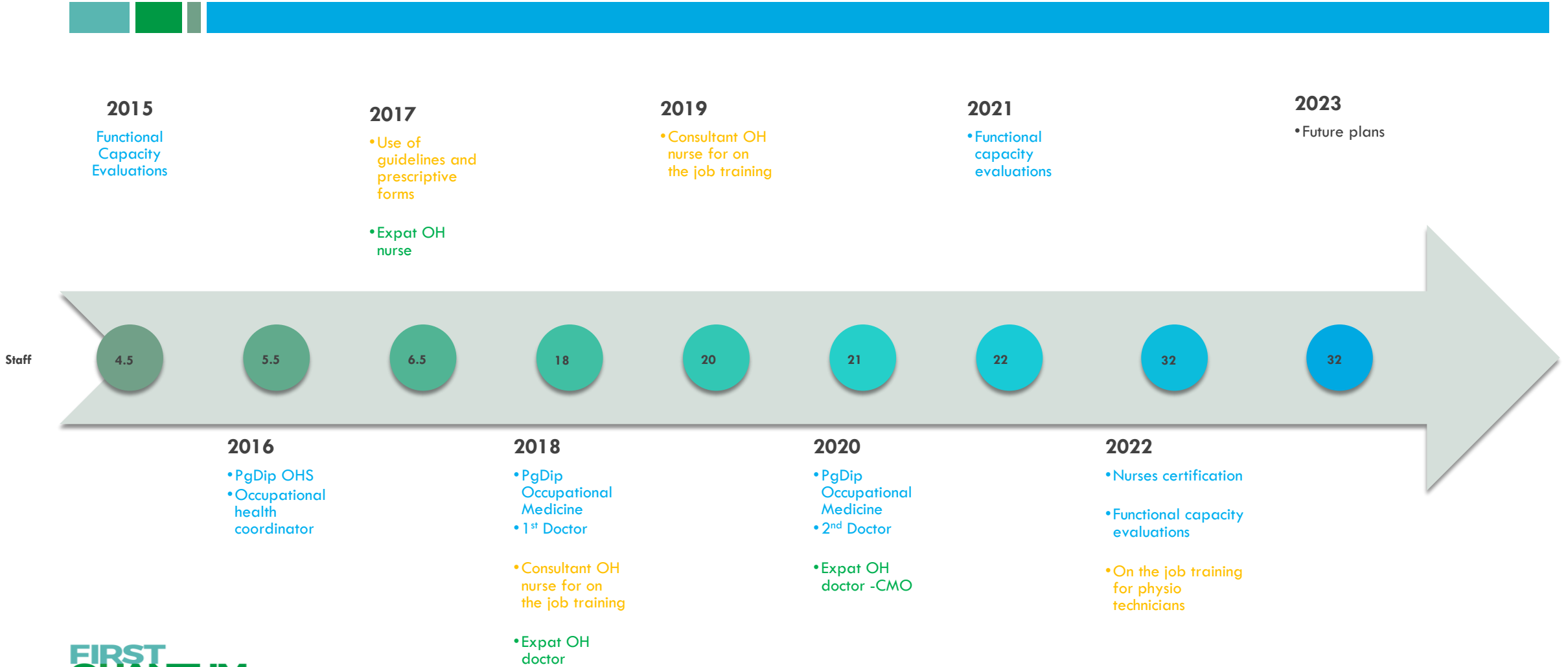
2020

- COVID-19
- 2nd Doctor in training

2022

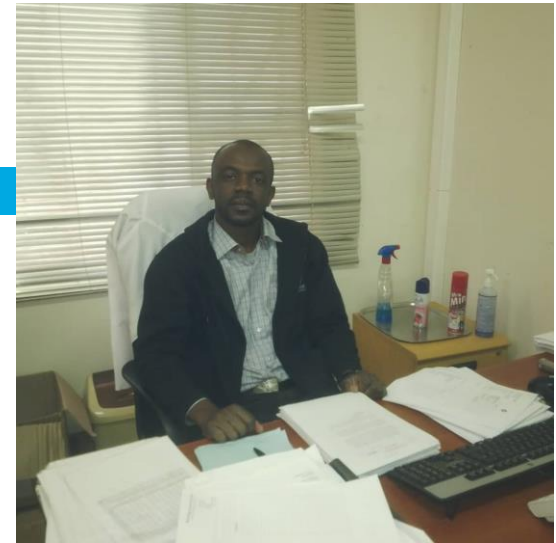
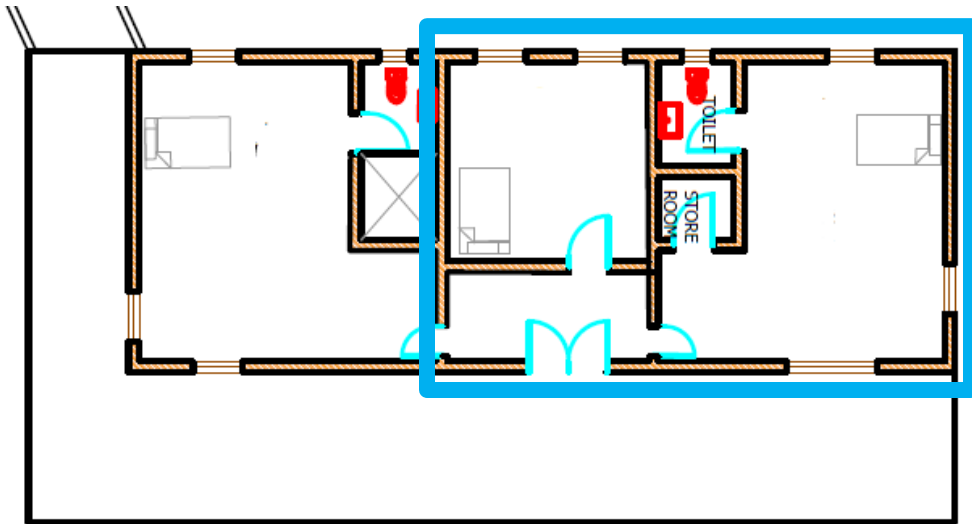
- RRR
- FCE on review appointments

Staff Development



2015

- ❑ Dedicated team = 4.5 people
- ❑ 2 rooms on each site
- ❑ Broad gap from clinic to HR
- ❑ Sick notes only accepted from accredited facilities



Challenging the concept of bulletproof employees

- Key staff training
 - ▣ Occupational health coordinator role
- Risk based medical surveillance design
 - ▣ Guided medicals
- Development of SOPs
 - ▣ Fitness to work (vision and hearing)
 - ▣ Drivers
 - ▣ Pregnancy
- Return to work assessments (phased approach)
- Registers

G3. Spirometry (attach paper print out of spirometry each medical)

Sub group 1 = NO spirometry

Sub group 2 = every 2 years. (write N/A in every second row)

Sub group 3 and 4 = yearly

2016



Challenging the concept of bulletproof employees

- Key staff training
 - ▣ Occupational health coordinator role

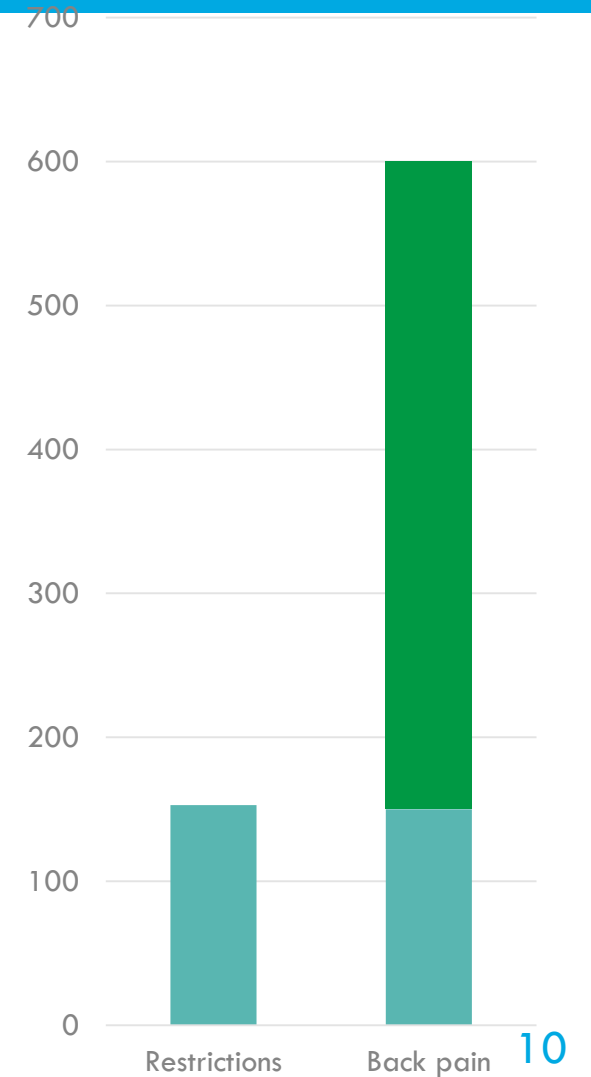
- Risk based medical surveillance design
 - ▣ Guided medicals

- Development of SOPs
 - ▣ Fitness to work (vision and hearing)
 - ▣ Drivers
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- Return to work assessments (phased approach)

- Registers

Ave. work
restriction
=
181 days

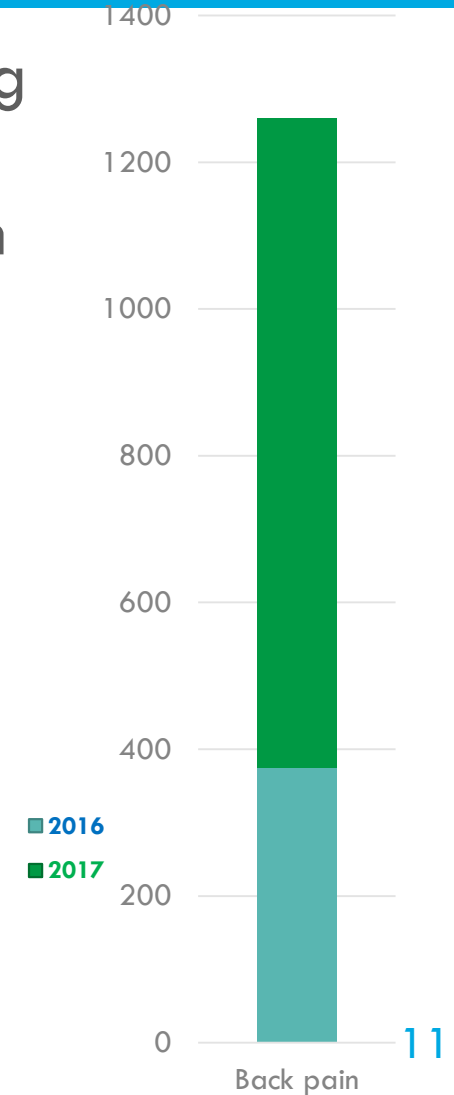
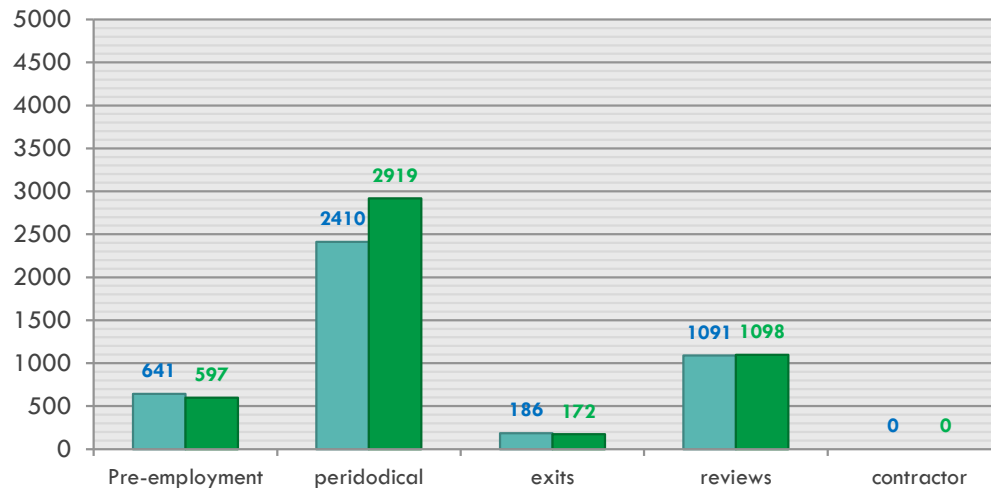


2017

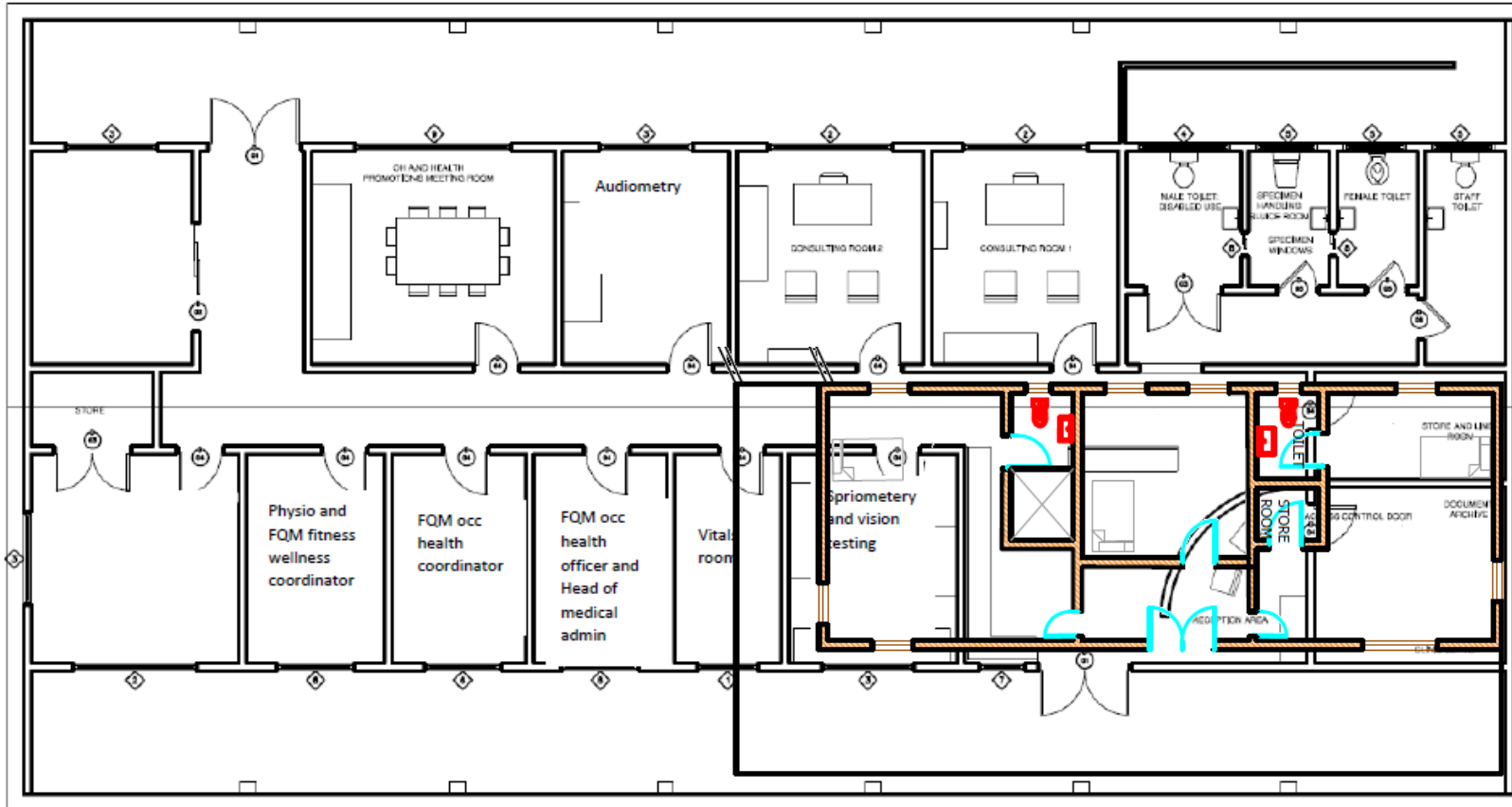


- Design of new dedicated building for Kansanshi
- Use of expat occupational health nurse
- 2016-2017 meetings with HR, Safety and IH established

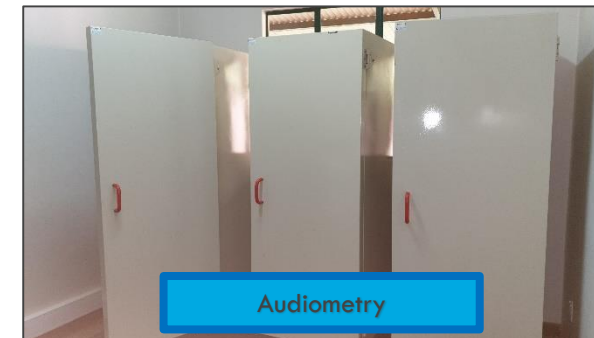
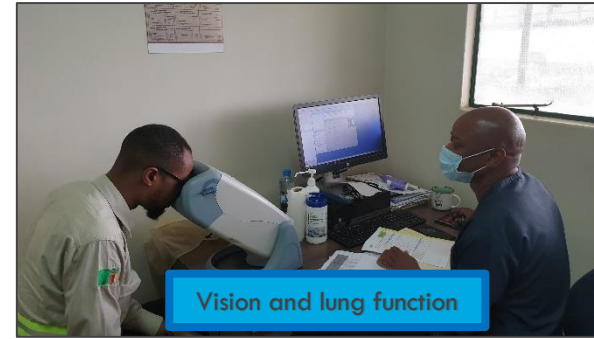
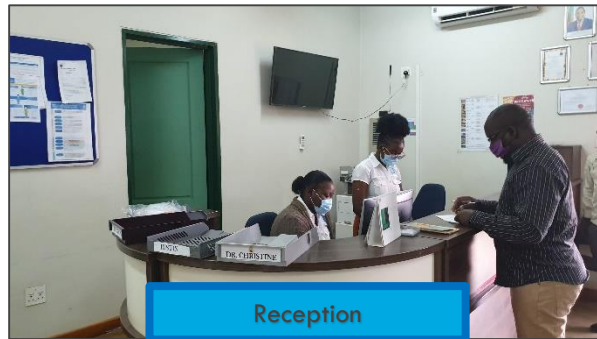
Graph 1: Breakdown into types of medicals at Kansanshi



2018



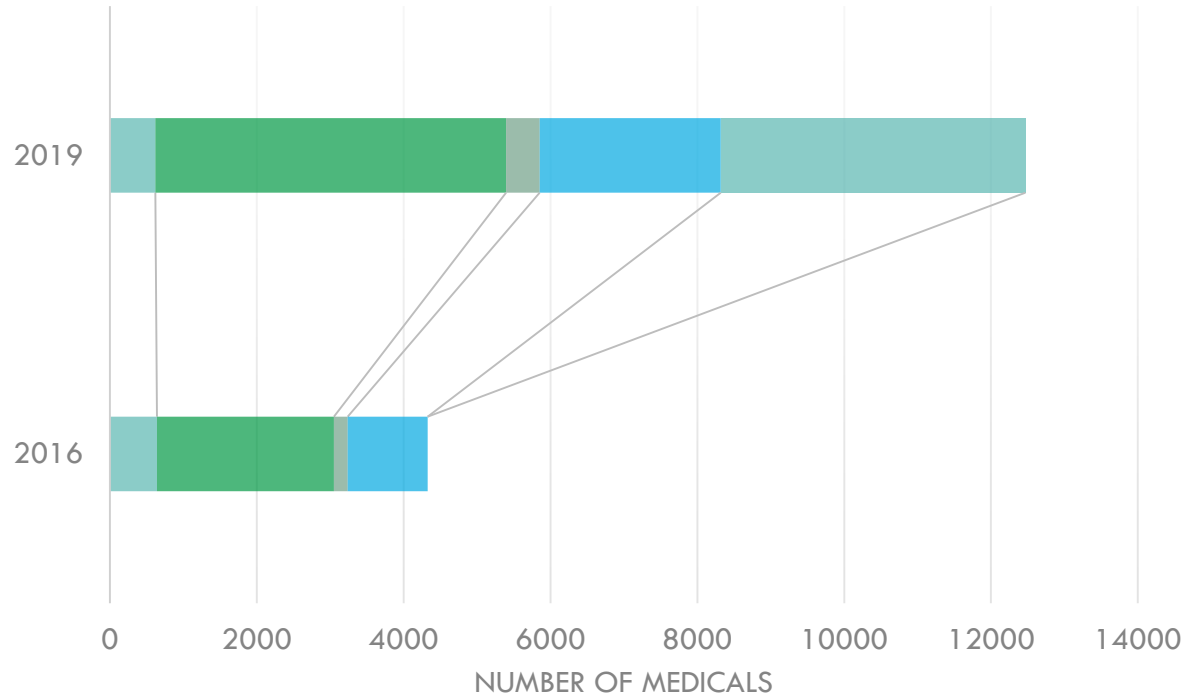
2018



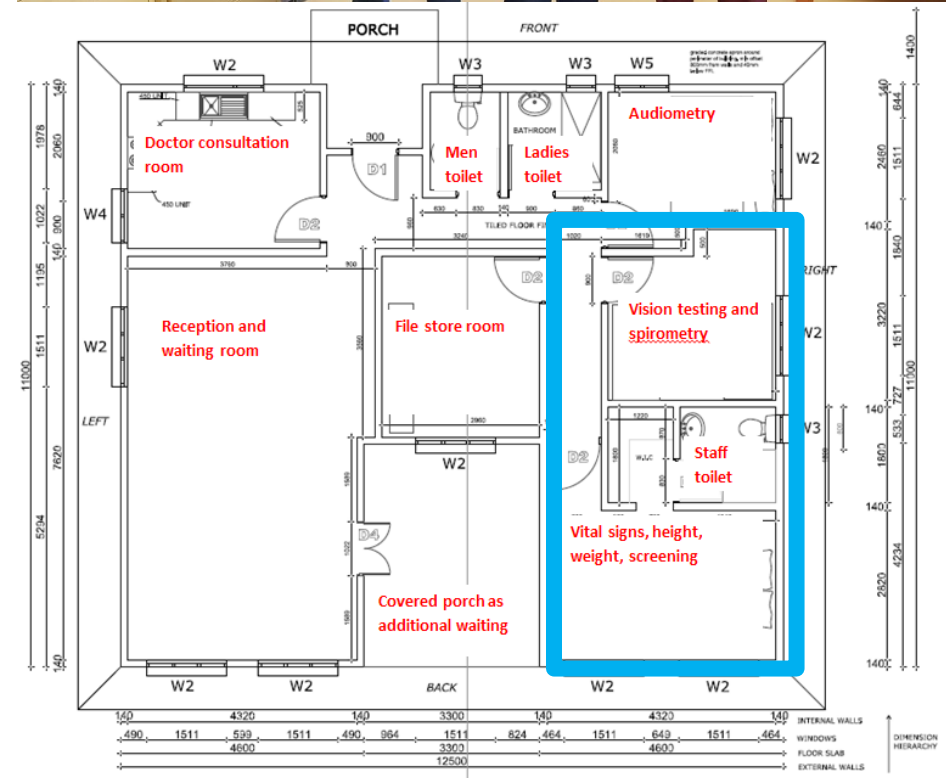
2019



COMPARISON 2016 - 2019



- pre
- periodic
- exit
- reviews
- contractor

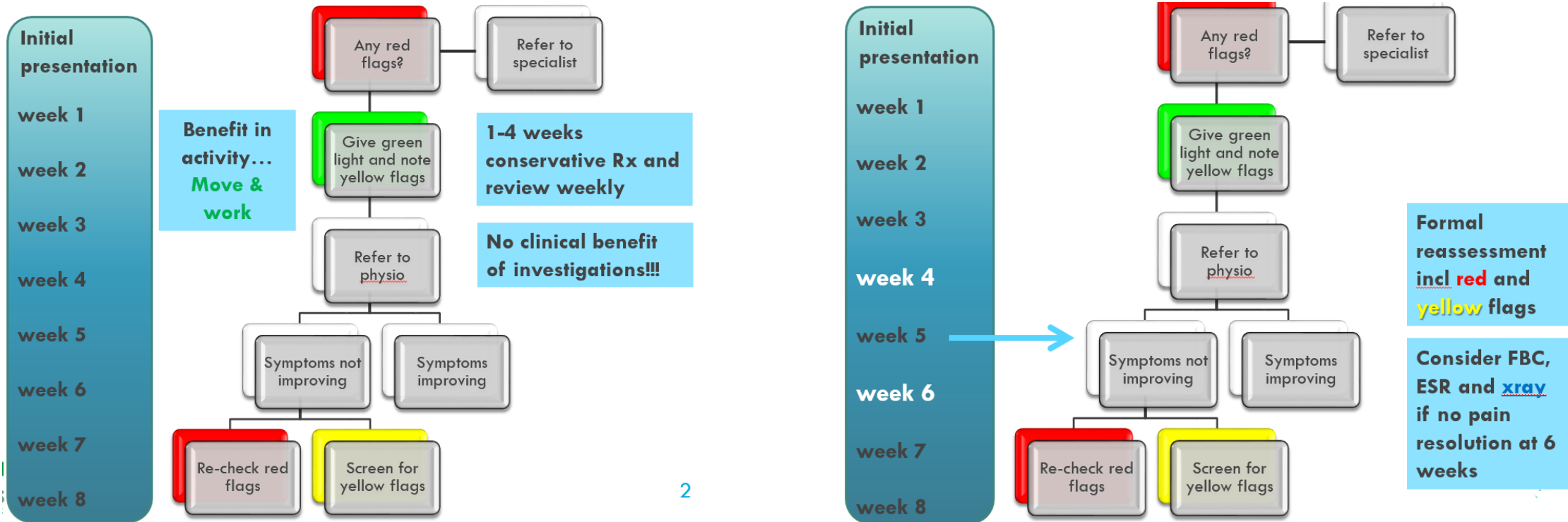


2020



- COVID-19 vulnerable employee management

□ Training of doctors in back pain management protocol



2

Back pain management

- Red flags
- Green light
- Yellow flags

- Multidisciplinary management
 - Wellness
 - Group therapy
 - Physio/exercise

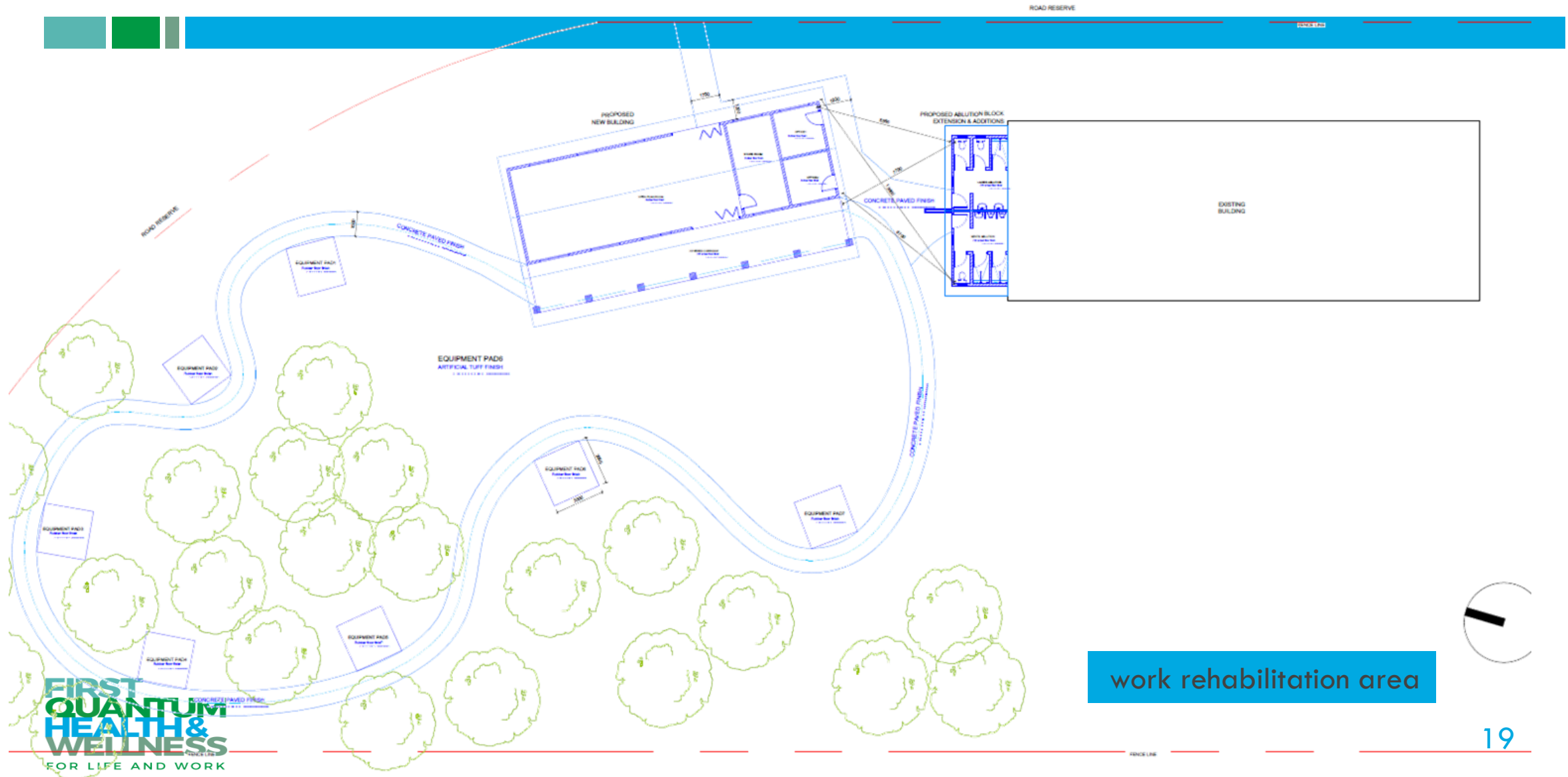
2021



- Management of COVID vulnerable employees
 - ▣ Multidisciplinary approach
 - ▣ Systems strengthening of referrals from mine hospitals

- Occupational health Physiotherapist
 - ▣ Return to work assessments (next step of phased approach)

2021



work rehabilitation area

Occupational health –work rehabilitation area



Work Rehabilitation Area

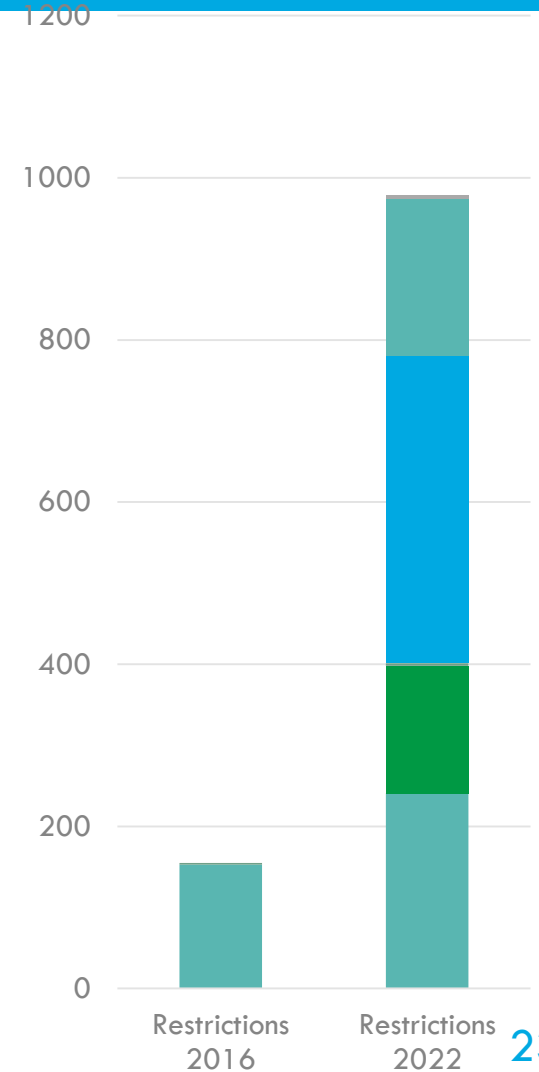
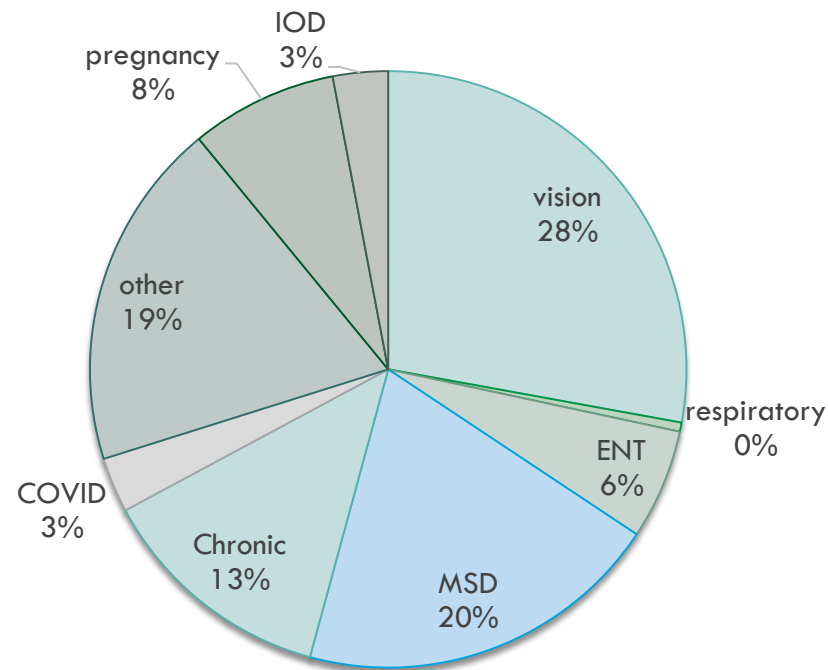


Fitness



2022

- Recognise, respond, refer
- Onsite training for technical staff
- Planning for expansion to Kalumbila
 - ▣ Temporary
 - ▣ Long term



Capacity Development Strategy

External expertise support

- Expat Occ health doctor
- Expat Occ health nurse
- Consultant for process flow and training

Key staff members trained first

- Occ health coordinator
- One doctor every 2 years
- New doctors under mentorship of trained doctor for 2 years

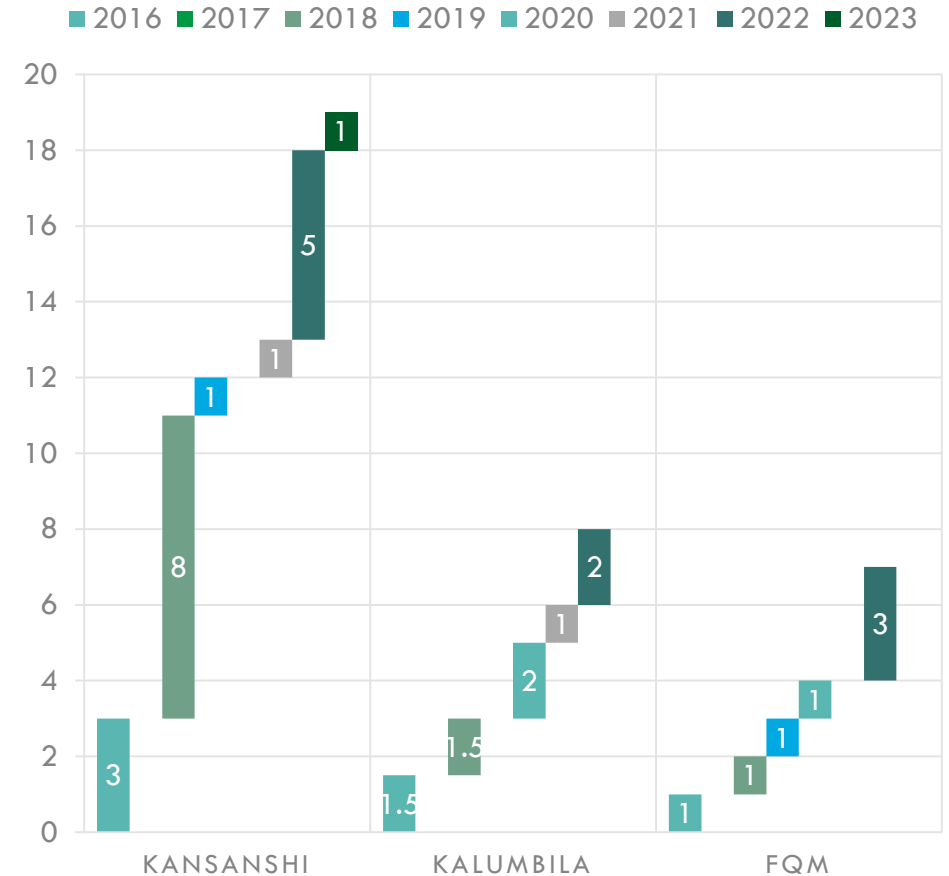
Trainings

- FCE
- Site based training for nurses/technicians
- Online training

Guidance

- Forms that have guidance
- Prescriptive SOP
- Awareness of OH and work benefits to clinics, HR and management

STAFFING



Summary of our journey to best practice



- Parallel process with OHSI (government mandated body)
- Support development of OHSI
- Close relationship and referrals
- Still remain with legal limitations